



## BLUEBELL PARK



### **ANTI-BULLYING POLICY**

This policy refers to and should be read in conjunction with:

- Child Protection and Safeguarding Policy
- Health and Safety Policy
- Whistle Blowing Policy
- Safe Space Policy
- Communication Policy
- Behaviour Policy
- Code of Conduct Policy
- Confidentiality Policy
- Equality Policy
- Privacy Notice Policy
- Complaints Policy
- Safeguarding Policy.
- Child Protection Policy

## Rationale

Bluebell Park School believes that all children and young people should learn and play in a supportive, caring and safe environment without fear of being bullied and that all adults and pupils should recognise that bullying is an antisocial behaviour which affects everyone, and will not be tolerated.

To this end, the Anti-Bullying Policy sets out the school approach, roles and responsibilities with regard to all student-bullying matters.

The aims of the anti-bullying policy are to:

- ☐ To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- ☐ To react to bullying incidents in a reasonable, proportionate and necessary way.
- ☐ To safeguard the student who has experienced bullying and the student carrying out the bullying and trigger sources of support for both where necessary.
- ☐ To apply sanctions for the student causing the bullying to help them learn from the experience, possibly through multi-agency support.

## Definition

Although there is no legal definition of bullying it is defined on [www.gov.uk/bullying-at-school](http://www.gov.uk/bullying-at-school) as 'behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

It takes many forms and can include:

- ☐ Physical assault
- ☐ Teasing
- ☐ Making threats
- ☐ Name calling
- ☐ Cyber bullying – bullying via mobile phone or online (for example email, social networks and instant messenger).

## Cyber bullying/E-Safety

E-safety is often defined as the **safe and responsible use of technology**. This includes the use of the internet and also other means of communication using electronic media (eg text

messages, gaming devices, email etc). Bluebell Park take cyberbullying very seriously and are proactively seeking ways to help our pupils understand how to keep themselves safe whilst using technology and to treat others with respect too.

Our school have adopted Knowsley Council's policy for e-safety and this can be found on our website at [www.bluebellparkknowsley.co.uk](http://www.bluebellparkknowsley.co.uk) – Information – Policies – e-safety.

The children and young people at Bluebell Park School have a wide-range of complex needs. As a school community we understand that bullying in this context can have additional subtleties and raise issues that are in themselves complicated to resolve. Not all students at Bluebell Park will recognise bullying if they experience it; equally not all students would recognise their own behaviour as bullying towards another individual. Cognitive understanding and communication impairment are strong factors in how and what our children and young people communicate. As such, Bluebell works hard to support our children/young people to understand what is meant by the definitions above and how they can resolve any bullying situation.

#### Roles and Responsibilities/strategies

*Pupils who are being bullied may show changes in behaviour, such as becoming shy, nervous, feigning sickness, refusing to come to school, clinging to adults, refusing to remain in class. It is important that all school staff are alert to the signs of bullying and act promptly and firmly against any form of bullying in line with the roles and responsibilities listed below.*

#### **The Governing Body**

- ☐ Creating the right ethos for the school that ensures it is an inclusive environment.
- ☐ Ensure regular review of anti-bullying policy and practice including analysis of data.
- ☐ Ensure the school is promoting equality for its whole community.

### **The Head Teacher**

- ☐ To determine, publicise and ensure implementation of the school's measures on behaviour support and anti-bullying.
- ☐ To consider what adjustments may be needed to policy and practice in this area.
- ☐ Ensure the whole school is promoting equality and inclusion.
- ☐ To ensure the anti-bullying behaviour policy is kept up to date.
- ☐ Ensure the curriculum covers anti-bullying.

### **The Safeguarding Team**

- ☐ To deliver and organise any necessary training for staff to ensure they understand and implement the anti-bullying policy.
- ☐ Keep up to date on bullying related data from CPOMs and Sleuth and plan appropriate interventions either at an individual or whole school level.
- ☐ Work with families so that they are aware of the school's policy/practice and specific circumstances if they arise.
- ☐ To act as a port of call to advise staff on any bullying related matters
- ☐ To liaise with external agencies as necessary in partnership to support anti-bullying strategies
- ☐ To ensure bullying is factored into any analysis of student behaviour
- ☐ Ensure that behavioural recording systems record any instances of bullying.

### **All school staff**

- ☐ To be constantly monitoring the students for bullying-related behaviour and follow the correct procedure where evidence points towards bullying taking place.
- ☐ To be constantly modelling high standards of behaviour and to have high expectations for all the students.
- ☐ To work with the students on work relating to anti-bullying e.g. working at an appropriate level to help pupils understand what bullying is and how to deal with this if they experience it.

### **The Pupils' Voice**

There are a number of ways that pupils can communicate to express their feelings and thoughts. These include the school council, Education Health Care Plan reviews, everyday communication with school staff and small group consultation e.g. with the school counsellor. School staff should be constantly vigilant for signs that a student may be subject to bullying behaviour expressed either through a student voice or from signs such as distress, change in

mood, injury, change in behavioural norms. Claims or expressions of bullying made by pupils **will be** taken seriously.

### **Reporting Process**

In the event that bullying behaviours are reported or observed; the member of staff who has that information should report it to the class teacher for follow up action. The class teacher should then investigate to determine the facts behind any arising issue and work with pupils to find solutions where possible. Where appropriate, for those pupils carrying out the bullying, set responses should be captured in pupils individual Behaviour Plans. In the event that there is a victim of bullying behaviour the class teacher should assess for any levels of distress and as appropriate take positive action to ensure the child/young person feels safe in the short term. The class teacher will also keep parents and carers informed and involved where possible.

Any bullying behaviours should be recorded on Sleuth and on-going issues should be reported as a 'Cause for Concern' on CPOMs system. Arising issues will be discussed during the weekly Safeguarding meeting where appropriate responses and interventions (including updates to and working with other agencies) will be planned and carried out.

Where the issue is complex or not easily resolved the Safeguarding Team will seek advice from appropriate agencies to ensure the best possible outcomes for all pupils and young people.

***Follow up actions should be devised, recorded and aimed at addressing bullying behaviours.***

It is expected, through the behaviour support systems (Sleuth and CPOMs), that the Head Teacher and Deputy Head Teacher would be kept informed of bullying-related issues.

### **Working with Families**

Close work with the families is an essential part of work at Bluebell Park School and Bullying is one of the most potentially sensitive areas of home/school life.

For individual matters relating to bullying, advice should be sought from the Safeguarding Team on how to proceed.

Efforts should be made to conduct conversations sensitively, bringing family members into school where necessary. Informing and working with families whose child was the victim of bullying should follow standard reporting procedure for involvement in an incident, ensuring a record is kept on CPOMs of any phone calls.

Parents/Carers have a responsibility to let the school know if their child/young person is being bullied and work with the school to resolve any issues arising from an incident the child/young

person is anxious about. If as a parent/carer you are concerned about your child/young person being bullied you should:

- ☐ Contact the school immediately and report this to your child's class teacher. They in turn will follow the schools Safeguarding Procedures reporting this on to the Safeguarding Team. From here appropriate action will be decided and acted upon.
- ☐ Contact school and ask to speak to the Safeguarding Lead (Michelle Slater). If she is unavailable please ask to speak to one of the Safeguarding Team (Jamie Campbell/Teri-Ann Steele). If neither are available please leave a message asking for a call back from a member of the Safeguarding Team.
- ☐ Contact the Local Authority if the bullying is taking place on home to school transport. You should also contact school to update about this too.

### **Where to get help and advice**

There are lots of organisations that can provide advice and support if you have an issue that is concerning you. Please see the list included below:

- [Anti-Bullying Alliance](#)
- [Bullying UK](#)
- [Childline](#)
- [The Diana Award](#)
- [Internet Matters](#)
- [Kidscape](#)
- [The UK Safer Internet Centre](#)
- [UK Council for Child Internet Safety \(UKCCIS\)](#)
- [www.gov.uk/bullying-at-school](http://www.gov.uk/bullying-at-school)

Any discipline must take account of our pupils special educational needs or disabilities.

If you are unhappy with how Bluebell Park has dealt with an incident of bullying or if you do not think that this has been dealt with appropriately you can voice this opinion at [www.gov.uk/complain-about-school](http://www.gov.uk/complain-about-school)

### **Key People**

| <b>Name:</b>      | <b>Role:</b>                                   |
|-------------------|--|
| Michelle Slater   | Safeguarding Lead & Deputy Head Teacher        |
| Jamie Campbell    | Deputy Safeguarding Lead & Head Teacher        |
| Teri-Ann Steele   | Deputy Safeguarding Lead & Deputy Head Teacher |
| Tracy Duckworth   | Family Support Worker                          |
| Michelle Birchall | TA4 Behaviour and Well Being                   |
| Kate Aitchinson   | PSHE Lead                                      |
|                   |  |

## **Review**

The Head Teacher/Safeguarding Officers and Governors will review this policy on a 3 year cycle and amend if needed.

Passed by Governing Body \_\_\_\_\_

*Jamie Campbell*

Reviewed \_\_\_\_\_